

## **TITLE VII COMPLAINTS**



## **WHAT IS TITLE VII**

TITLE VII OF THE CIVIL RIGHTS ACT  
OF 1964 IS A FEDERAL LAW THAT  
PROHIBITS DISCRIMINATION IN  
EMPLOYMENT

## **WHAT IS TITLE VII EMPLOYMENT DISCRIMINATION?**

UNEQUAL OR UNFAIR TREATMENT  
BASED ON PROHIBITED PRACTICES

## **PROHIBITED DISCRIMINATION IN EMPLOYMENT ON THE BASES OF:**

- RACE
- SEX (Including Sexual Harassment)
- NATIONAL ORIGIN
- RELIGION
- COLOR
- AGE (40 and over)
- DISABILITY (Physical or Mental)

## **PROHIBITED BASES**

- MARITAL OR FAMILY STATUS
  - SEXUAL ORIENTATION
  - RETALIATION
  - POLITICAL BELIEFS
  - PARENTAL STATUS
  - PROTECTED GENETIC INFORMATION
- (42 U.S.C. 2000E)

## **AUTHORITIES**

- TITLE VII of the Civil Rights Act of 1964, as amended (PL 88-352, PL 92-261)
- Age Discrimination in Employment Act of 1967 ) PL 992-202
- Vietnam Era Veteran Readjustment Act of 1972 (PL 920540)

## **AUTHORITIES**

- TITLE VII of the Vocational Rehabilitation Act of 1973 and Amendments (PL 93-112, PL 940230)
- Civil Service Reform Act of 1978 (PL 950454)
- EO 11246, 11375, 11478, 12144, and 12106
- 29 CFR Part 1614 and DPM Chapter 1614

## **WHO ARE THE RESPONSIBLE OFFICIALS**

- The Chief of the NRCS has overall responsibility and serves as the Equal Opportunity Officer
- Regional and State Conservationist, National Technical Center Directors, Division Directors, Caribbean and Pacific Basin Areas, and the Associate Chiefs serve as Deputy Equal Opportunity Officers (DEOO)
- All Managers and Supervisors

## **OBJECTIVES**

- Counsel employees and applicants who believe they have been subjected to discrimination
- Attempt resolution of all discrimination complaints.

## **WHAT ARE THE TITLE VII OBJECTIVES OF NRCS?**

- The NRCS will provide Equal Employment Opportunity for all employees and applicants regardless of race, color, religion, national origin, sex, age (40+), physical or mental disability, retaliation, sexual orientation, genetic information, political beliefs, parental status, and/or marital or family status.

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## **WHAT ARE MY RIGHTS? WHAT CAN I DO?**

If you believe you have been discriminated against because of your race, color, sex (including sexual harassment), religion, age (40+), physical or mental disability, retaliation, sexual orientation, genetic information, political beliefs, parental status, and/or marital status in an employment matter or in the workplace, and wish to initiate an EEO complaint, you must contact an EEO Counselor.

## HOW DO I CONTACT AN EEO COUNSELOR?

- CIVIL RIGHTS STAFF
  - (301) 504-2181
  - (301) 504-2430 (Voice or TTY)
  - 1-866-672-7395
- FEDERAL RELAY SERVICE:
  - 1-800-877-8339 (Voice or TTY)

## IS THERE A TIME LIMIT?

With respect to filing a charge of  
discrimination under Title VII

To Protect your Civil Rights

You must contact an EEO Counselor within  
**45 calendar** days of the alleged  
discriminatory event.